



Group disability insurance

Make your life easier— leave the tax services to us.

Use our Form W-2 preparation and FICA match services for your employees' disability and paid medical leave (PML) claims.

Managing your business is rewarding, but also challenging. And when an employee is on disability leave or PML, you need to do some things a bit differently. Let Principal® help. As part of our streamlined claim service, we use our expertise to handle group disability insurance and PML tax reporting for you. And our FICA services help simplify the administration of disability and PML claims. That lets you focus more on your business.

What we take care of

Form W-2 services	FICA services*
Create and distribute Form W-2s to employees who received disability or PML benefits for each tax year	Calculate and deposit the employer FICA match with appropriate government agency
Report disabled employees' W-2 incomes to appropriate government agencies under our tax identification number	Report the employer FICA match on our tax deposits
Provide these reports: <ul style="list-style-type: none">• Disability payment summaries – daily• Paid family medical leave claim summary – daily• Disability summaries – quarterly• Pay and withholding – annually	Issue Form W-2s to employees who received disability and PML benefits
	Calculate and withhold employees' portions of Social Security and Medicare taxes, as well as federal and state upon request
	Deposit employee tax withholdings with appropriate government agencies under our tax identification number
	Provide these reports: <ul style="list-style-type: none">• Disability payment summaries – daily• Paid family medical leave claim summary – daily• Disability summaries – quarterly• Pay and withholding – annually

* Benefit payments made during the first six months of a disability may be subject to FICA tax withholding.

Why use these services?

You've got a lot on your plate and don't need to worry about administering your employees' disability and PML tax information. We're here to make it as easy as possible for you. It's what we do.

- 1 | You pay no annual fees.
- 2 | You won't be billed for employer FICA taxes deposited on your behalf for long-term disability coverage.
- 3 | You stay in compliance. We keep track of government requirements so you don't have to.
- 4 | You don't have to worry about out of sight, out of mind. Long-term disability claims sometimes continue for many years and require detailed tracking of employees no longer on the payroll. We handle this long-term reporting for you.
- 5 | You select the service you need—Form W-2 preparation services only or both Form W-2 and FICA match services. It's up to you.

Next steps

When you're ready to sign up for these services, our eService platform has everything you need. To sign in and elect your preferred tax service, just visit **principal.com**.

Use an outside payroll service? To be sure our Form W-2 services are compatible with theirs, talk with your payroll vendor about the best way to integrate.

Keep in mind that employer FICA services aren't available for voluntary coverage because premiums are paid with post-tax dollars. And other employer tax reporting, including Federal Unemployment (FUTA) and State Unemployment (SUTA), remains in your court.

 Let's connect

Contact your local Principal representative or visit **principal.com**.



principal.com

Insurance products issued by Principal Life Insurance Company®, a member of the Principal Financial Group®, Des Moines, IA 50392.

This is an overview of Form W-2 preparation and FICA match services available with group disability and paid medical leave. This is not a complete statement of the rights, benefits limitations and exclusion of the coverage and services. Contact your Principal® representative for cost and complete details.

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